

Nova Scotia Department of Environment & Labour

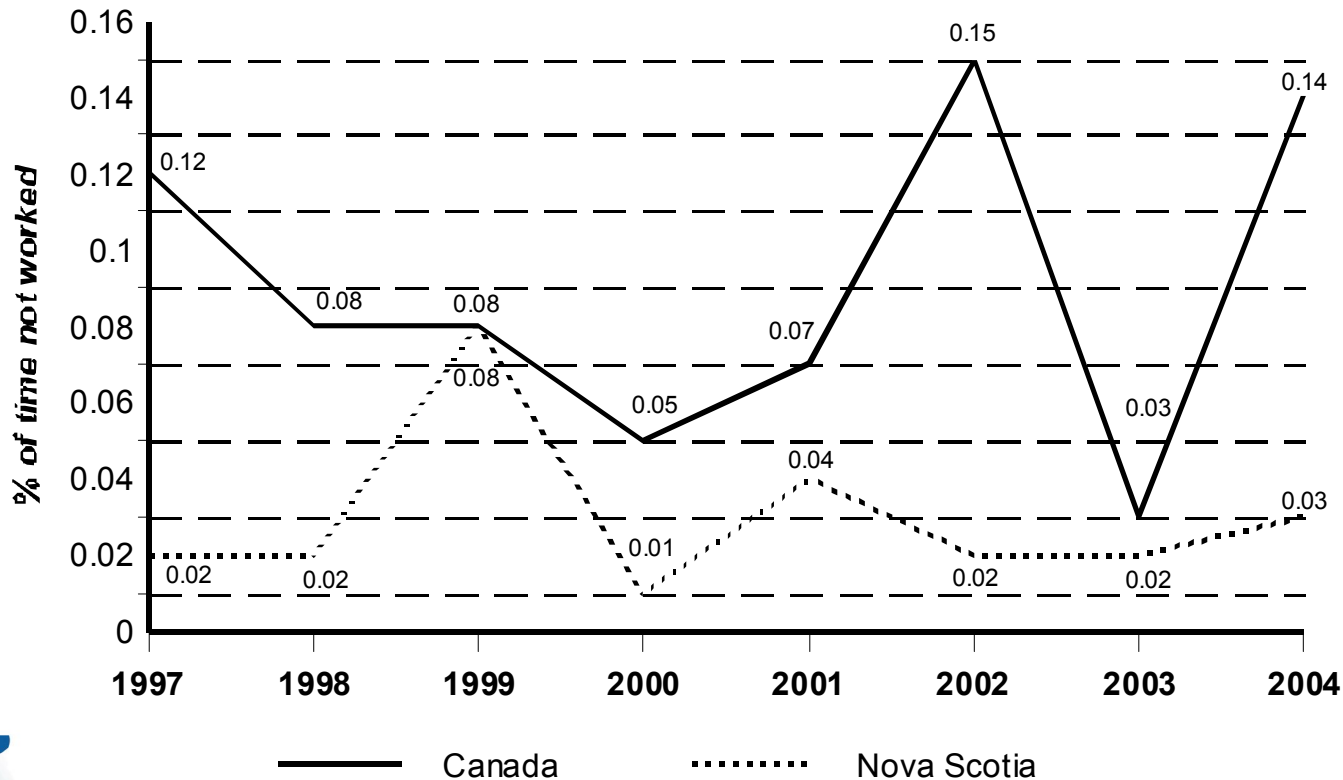
**Tri-partite Forum
July 5, 2005**



NS Dept. of Environment & Labour

Work Stoppages N.S. Compared with National Avg.

Work Stoppages (time not worked as a percentage of total working time)



Source: Human Resources Development Canada, Nova Scotia Environment and Labour

NS Dept. of Environment & Labour

Legal Work Stoppages

	Public Sector	Private Sector	No. of Cases
1999	6	3	232
2000	9	4	185
2001	1	3	104
2002	1	5	106
2003	2	2	139
2004	3	2	131



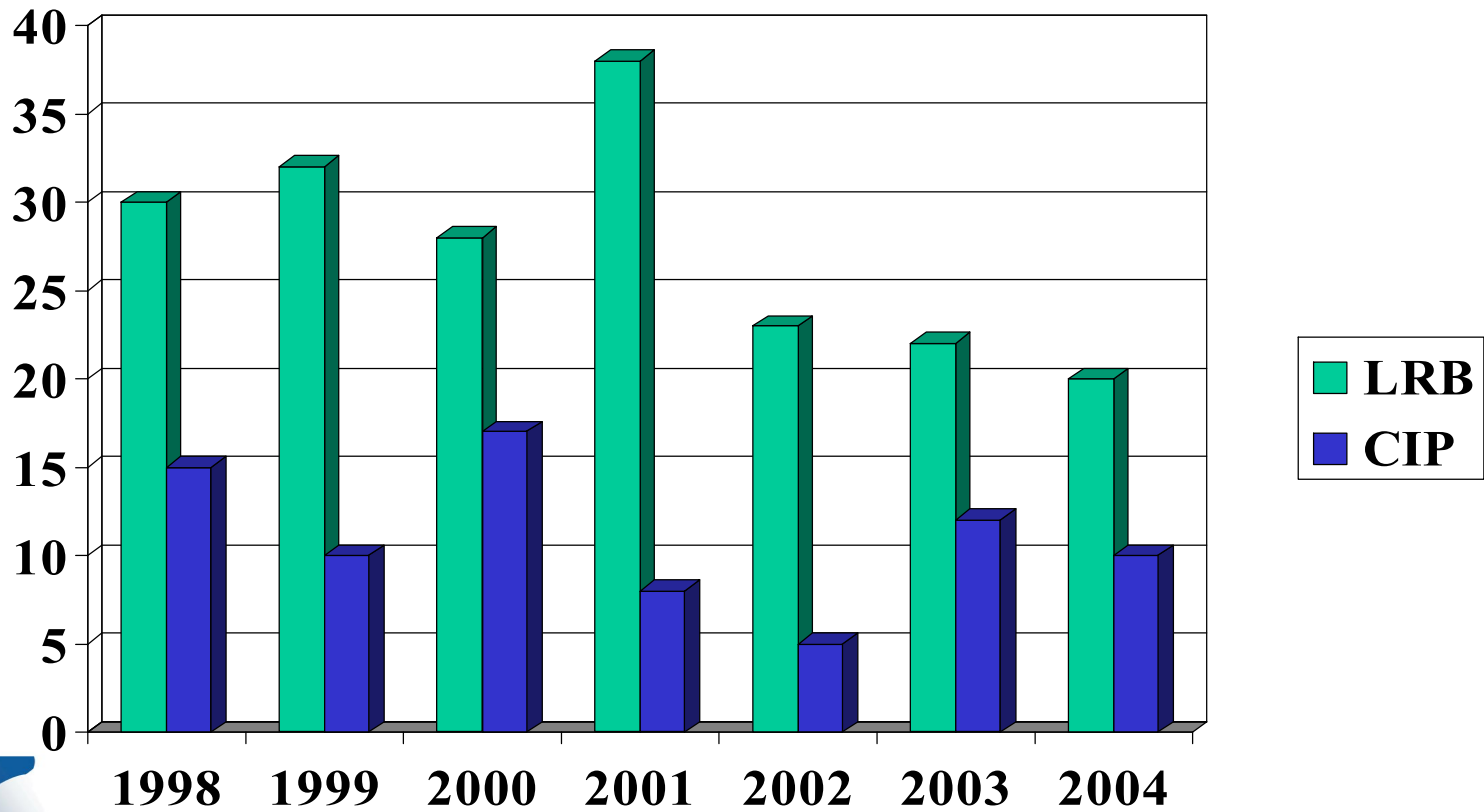
Illegal Work Stoppages

	LRB	CIP
1999	1	6
2000	3	1
2001	19	8
2002	3	5
2003	1	4
2004	2	0



Other Indicators

LRB and CIP Applications



NS Dept. of Environment & Labour

Other Indicators

Arbitration Appointments

- Requested

- 1994 – 1998 575
- 1999 – 2004 373

- Appointments

	<u>Construction</u>	<u>Non-Construction</u>
• 1994 – 1998	143	120
• 1999 – 2004	69	132



Reactive and Proactive Roles

- Proactive programming commenced in 1992
- Voluntary programs offered:
 - Grievance mediation
 - Joint Supervisor Steward training
 - Joint Action Committees
 - Relationship by Objectives



Relationship Building

- Goal of programs – build stronger, healthier labour/management relationships by:
 - Assisting the parties in developing problem solving skills;
 - Assist parties in resolving issues prior to collective bargaining



More Proactive Programming

- Training and facilitation in principled bargaining was introduced in 1997
- Information sessions for newly certified groups was also introduced in 1997
- Administration of the Non-Binding Arbitration Program for the Labour Management Forum began in 2002



What Improvements Could Government Make?

- Create more opportunities for dialogue
- Provide sufficient resources to ensure availability of qualified conciliators/mediators
- Promote development of proactive programming
- Promote current programming and encourage the labour community to participate



What Can the Parties do?

- Actively support and participate in proactive programs
- Engage in succession planning for negotiators
- Support succession planning for arbitrators

